

CITY OF FRISCO PERSONNEL POLICIES
SECTION 1
GENERAL PROVISIONS

Section 1.2 EQUAL EMPLOYMENT OPPORTUNITY

Date: 12/7/04

Approved By: Gary Purdy

Revision Date:

1.2.1 STATEMENT OF PURPOSE:

In accordance with Section 14.02 of the City Charter for the City of Frisco, Texas, it is the policy of the City of Frisco to provide equality of rights as stipulated under state and federal law. The City shall not deny or abridge any individual's rights with respect to the appointment to, or removal from, any position. The City is committed to the principals of the entire body of Equal Employment Opportunity law.

1.2.2 SCOPE:

All applicants and employees of the City of Frisco who fall within a protected class (race, color, religion, sex, age, national origin, veteran status, disability) as designated by all relevant laws and regulations, and are otherwise qualified for the position.

1.2.3 PROCEDURES:

The following principles will be observed as a means of ensuring equal employment opportunity for all applicants and employees of the City of Frisco:

- A. Recruit, hire and promote all job applicants based on merit, not on the basis of race, color, religion, sex, age, national origin, veteran status, disability.
- B. Ensure that all personnel actions, including but not limited to hiring, placement, compensation, benefits, transfers, training, and termination, are administered without regard to race, color, religion, sex, age, national origin, veteran status, or disability.
- C. Ensure that all facilities of the City of Frisco are available to applicants and employees on a non-discriminatory basis.
- D. An employee with questions or concerns regarding any type of discrimination in the work place is required to bring these issues to the attention of his/her Director who will immediately report it to the Director of Human Resources. An employee may raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination or retaliation will be subject to disciplinary action, up to and including termination.